

2021 REGIONAL PROFILE

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Minnesota Department of Employment and Economic Development

Web: http://mn.gov/deed/data/

https://mn.gov/deed/data/regional-lmi/northwest-lmi.jsp

DEMOGRAPHICS

POPULATION CHANGE

Economic Development Region 5-North Central (EDR 5-North Central) is a mostly rural, five-county region located in the middle of the state, just north of the St. Cloud Metro Area. EDR 5-North Central was the eighth largest of 13 economic development regions (EDRs) in the state, accounting for 3.0 % of the state's total population. It was also the second largest of the four EDR's in Northwest Minnesota. The regional population increased by 2.6%, or 4,295 residents, from 2010 to 2020, compared to a 6.7% rise statewide (Table 1).

Table 4 Danielskiew Charact 2040 2020									
Table 1. Population Change 2010-2020									
	2010	2020	2010-202	0 Change					
	Population	Estimates	Number	Percent					
Region 5	163,003	167,298	+4,295	+2.6%					
Cass Co.	28,567	29,928	+1,361	+4.8%					
Crow Wing Co.	62,500	65,644	+3,144	+5.0%					
Morrison Co.	33,198	33,187	-11	-0.0%					
Todd Co.	24,895	24,582	-163	-0.7%					
Wadena Co.	13,843	13,773	-36	-0.3%					
Northwest Minnesota	553,805	571,239	+17,434	+3.1%					
Region 1	86,091	83,810	-2,281	-2.6%					
Region 2	83,023	87,469	+4,446	+5.4%					
Region 4	221,688	232,662	+10,974	+5.0%					
State of Minnesota	5,303,925	5,657,342	+354,417	+6.7%					
	Source: L	I.S. Census Bur	eau, Populatio	n Estimates					

Two of the five counties in EDR 5-North Central grew in population since 2010, with Cass County growing 4.8% with the addition of 1,361 residents and Crow Wing County adding 3,144 people, a 5.0% growth rate. Cass was the 23rd fastest growing county and Crow Wing was the 22nd fastest. Meanwhile, Morrison County and Wadena County had slight population decreases since 2010, with the former losing 11 residents and the latter losing 36 people. Todd County declined by 0.7% with a decrease of 163 people.

COMPONENTS OF POPULATION CHANGE

The recent population increase in EDR 5 was fueled primarily by a natural increase -more births than deaths - of 1,958 people from 2010 to 2019 with 17,662 births and 15,704 deaths. These increases were supplemented by net migration of 1,677 people with 357 international migrants and 1,320 domestic migrants (Table 2).

With the in-migration, Region 5 was now home to 2,755 foreign born residents, or 1.7% of the total population. The largest number of immigrants in the region came from Latin

Table 2. Estimates of the Components of Population Change, 2010-2019								
			Vital E	Vital Events Net Migration			on	
	Total	Natural				Inter-		
	Change	Increase	Births	Deaths	Total	national	Domestic	
Region 5	+3,553	+1,958	17,662	15,704	+1,677	+357	+1,320	
Minnesota	+335,705	+250,488	637,356	386,868	+88,161	+114,414	-26,253	
			Sourc	e: U.S. Censu	ıs Bureau, Po	pulation Estim	ates Program	

America, Asia, Europe, Canada, and Africa (Figure 1). However the fastest increase in immigrants came from Africa and Asia, which grew by 156 and 46%, respectively, since 2010.

Based on year of entry, Region 5's foreign born population was "older" than the rest of the state. About 33% of the region's immigrants entered the U.S. before 1990, compared to just 19.8% statewide. The region had less foreign-born residents who entered since 2010 than statewide with only 21.5% compared to the state's 27.6%. Foreign-born residents have a younger age profile than the native born population, with 34.6% being between 15 and 34 years of age, compared to 21% of the total population. While a similar percentage of foreign-born residents had a bachelor's degree or higher than native born residents, immigrants were also much more likely to have less than a high school diploma.

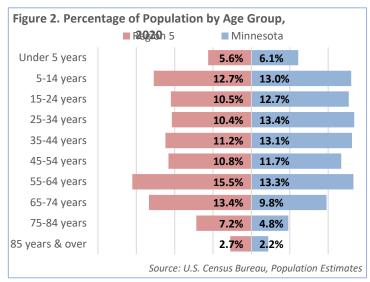
the Foreign Born
Population, 2019
ents

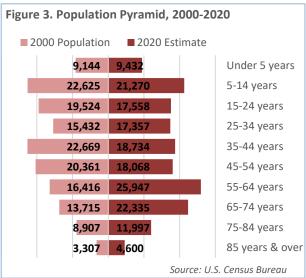
Europe
Asia
Africa
Oceania
Latin America
Northern America
2%

Figure 1. Place of Birth for

POPULATION BY AGE GROUP

In EDR 5-North Central, over one-third (38.4%) of the regional population is over the age of 55, compared to 29.7% statewide. In contrast, EDR 5 had a smaller percentage of people in the 25 to 54 year age group — typically considered the "prime working years". A large portion of the population is a part of the Baby Boom generation, which is creating a significant shift in regional demographics over time. Between 2000 and 2019, the region gained over 21,000 residents 55 years of age or older. Still, 18.6% of the population is under 15 years of age, a similar rate to the proportion statewide (Figure 2 and 3).

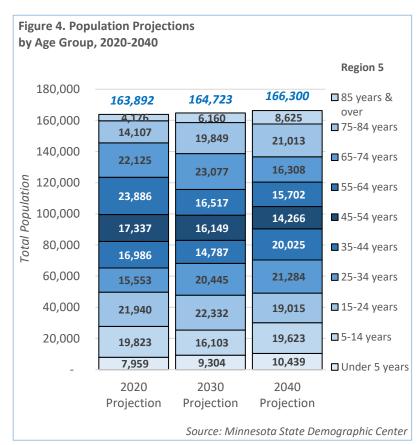




POPULATION PROJECTIONS BY AGE GROUP

EDR 5-North Central is projected to continue its population increase in the near future. Population projections from the Minnesota State Demographic Center show that the area is expected to gain nearly 2,500 residents from 2020 to 2040, a 1.5% increase (see Figure 4). In comparison, the projected growth statewide from 2020 to 2040 is approximately 8.8%.

Still, the projected population change varies by age. The region is expected to add residents between the ages of 25 and 54, and a corresponding increase in young children. Conversely, major losses are expected to occur in the age groups from 55 to 74 years, as the Baby Boom generation ages out of those cohorts. However, this will also lead to over 11,000 more residents aged 75 years and over, a 62.1% expansion.



POPULATION BY RACE

The population in EDR 5-North Central has had significant changes since the turn of the century, but remains less diverse than the state as a whole. In 2019, over 93% of the region's residents reported white alone as their race, compared to 82.8% of residents statewide. However, every minority race increased faster than the white

population from 2000 to 2019. In fact, the number of Black or African American residents has tripled since 2000, and those of Hispanic or Latino origin and Two or More Races increased by more than 130% (Table 3).

Most of the regional diversity in EDR 5 is due to the sizable American Indian population. An estimated 4,392 residents in

	EDR !	5 – North C	Minnesota		
Table 3. Race and Hispanic			Change		Change
Origin, 2019	Number	Percent	from	Percent	from
			2000-2019		2000-2019
Total	164,697	100.0%	+8.3%	100.0%	+13.1%
White	154,155	93.6%	+5.8%	82.8%	+4.7%
Black or African American	1,088	0.7%	+202.2%	6.4%	+107.6%
American Indian & Alaska Native	4,392	2.7%	+14.5%	1.0%	+5.5%
Asian & Other Pacific Islander	826	0.5%	+87.7%	4.9%	+87.8%
Some Other Race	1,221	0.7%	+197.1%	1.9%	+58.1%
Two or More Races	3,015	1.8%	+135.0%	3.0%	+99.9%
Hispanic or Latino	3,938	2.4%	+182.3%	5.4%	+108.9%
So	ource: <u>2015-2</u>	019 America	n Community	Survey, 5-yed	ar estimates

EDR 5 are American Indian or Alaskan Native. This was 2.7% of the regional population, nearly triple the statewide proportion.

EDUCATIONAL ATTAINMENT

With 32.3% of adults aged 18 years and over holding a college degree, EDR 5 had lower educational attainment than the state in 2019, where 44.4% of adults have an associate, bachelor's, or advanced degree. In contrast, the region had a higher percentage of people with some college but no degree, and a high school diploma or less. Regional education attainment only exceeded the state in associate's degrees (Table 4).

Table 4. Educational Attainment	EDR 5-Nort	h Central	Minnesota	
for the Adult Population, 2019	Number	Percent	Percent	
Total, 18 years & over	127,516	100.0%	100.0%	
Less than high school	11,624	9.1%	7.5%	
High school grad. (incl. equiv.)	42,951	33.7%	25.0%	
Some college, no degree	31,831	25.0%	23.1%	
Associate's degree	16,204	12.7%	10.9%	
Bachelor's degree	17,159	13.5%	22.5%	
Advanced degree	7,747	6.1%	11.0%	
Source: <u>U.S. Census Bureau</u>	<u>, 2015-2019 Ar</u>	nerican Com	munity Survey	

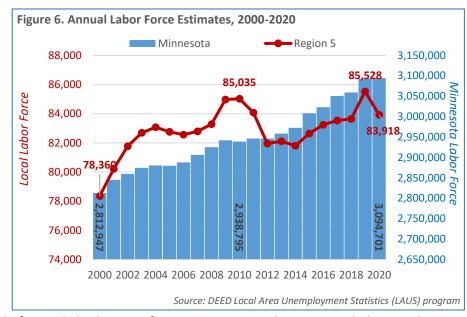
Educational attainment varies significantly by race and ethnicity in EDR 4-West Central. Around 38% of Hispanic or Latino residents and 25% of Black or African American had less than a high school diploma, compared to just 7.8% of White residents. However, over 30% of American Indians and people of Two or More Races have attended some college or earned an associate's degree. However 24.2% of Asian residents have a Bachelor's degree or higher, a greater percentage than the White population (Figure 5).

Figure 5. Region 5 Educational Attainment for the population aged 25 years & over by Race or Origin, 2019 Less than high school diploma High school graduate (inc. equiv.) Some college or associate's degree Bachelor's degree or higher 0% 20% 40% 60% 80% 100%									
Total Population	8.2% 33.6%	37.5%	20.7%						
White Alone	7.8% 33.7%	37.5%	21.0%						
Black or African American Alone	25.9% 23.3	% 38.7%	12.0%						
American Indian Alone	12.6% 32.7%	43.5%	11.2%						
Asian Alone	16.5% 40.9	% 18.4%	24.2%						
Some Other Race Alone	49.5%	32.1%	15.6%.8%						
Two or More Races	7.7% 30.2%	41.0%	21.1%						
Hispanic or Latino	37.6%	33.2% 1	9.5% 9.7 %						
Source: 2015-2019 American Community Survey									

LABOR FORCE

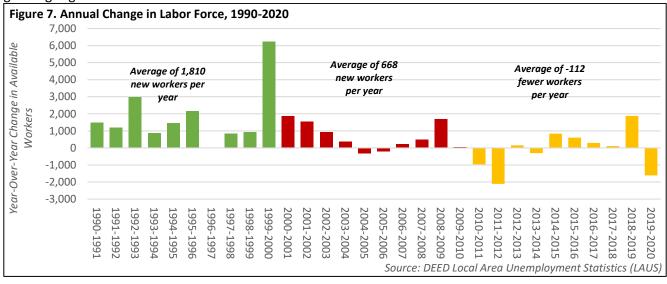
LABOR FORCE CHANGE

According to data from DEED's **Local Area Unemployment** Statistics program, EDR 5-North Central had an annual average labor force count of more than 83,900 workers in 2020 despite losing more than 1,600 workers from 2019 because of the coronavirus pandemic. The regional labor force has increased since 2000, adding nearly 5,600 new workers since then. Prior to the pandemic, the regional labor force had reached its peak with 85,528 workers. The size of the labor force has fluctuated significantly since



2000, growing rapidly until 2004, before a slight decrease from 2005 to 2007. The recession led to another rapid increase, but those gains were quickly reversed by 2012 as the labor market dipped below pre-recession numbers. Since then, there have been steady gains until 2020 and the pandemic from which time the region's labor market has increased every year.

After averaging a net gain of about 1,800 additional labor force participants per year between 1990 and 2000, Region 5 employers were able to tap into a large and growing pool of talented workers. However, from 2010 to 2020, Region 5's labor force actually shrank, subtracting 112 workers per year (Figure 7). Increasingly tight labor markets and a growing scarcity of workers is now recognized as one of Region 5's most significant barriers to future economic growth. In the face of these constraints, it has become evident that a more diverse workforce in terms of age, gender, race, ethnicity, disability status, and immigration has been and will continue to be a vital source of the workers that employers need to succeed. As the white, native-born workforce continues to age, younger workers of different races or from different countries will comprise the fastest growing segment of the labor force.



LABOR FORCE PROJECTIONS

Despite the projected population increase in EDR 5-North Central shown in Figure 4, the regional labor force is expected to contract some from 2020 to 2030. Applying current labor force participation rates to future population projections by age group creates labor force projections for the region, which show a 2.5% loss in

workforce numbers, as more of the Baby Boom generation leaves the labor force. The projected decline estimates a loss in the number of teenaged and entry-level workers and workers aged 55 to 64 years by 2030, against smaller gains among those 65 years and over. However, the number of workers aged 20 to 44 years should increase by approximately 3,500 people. Being used to labor force growth, the anticipated contraction may lead employers to adapt their hiring and management practices in order to compete (Table 5).

Table 5. EDR 5-North Central Labor Force Projections									
	2020	2020-2030 CHC		Change					
	Labor Force Projection	Labor Force Projection	Numeric	Percent					
16 to 19 years	4,744	4,318	-426	-9.0%					
20 to 24 years	9,392	10,578	+1,187	+12.6%					
25 to 44 years	28,328	30,672	+2,344	+8.3%					
45 to 54 years	14,596	13,596	-1,000	-6.9%					
55 to 64 years	15,518	10,731	-4,788	-30.9%					
65 to 74 years	5,229	5,454	+225	+4.3%					
75 years & over	1,064	1,514	+450	+42.3%					
Total Labor Force	78,871	76,863	-2,008	-2.5%					

<u>Source: calculated from Minnesota State Demographic Center population</u> projections and 2015-2019 American Community Survey 5-Year Estimates

EMPLOYMENT CHARACTERISTICS

With 61.1% of the population 16 years of age and older in the labor force, EDR 5-North Central had a much lower labor force participation rate than the state overall. Every age group had lower labor force participation rates than those statewide except for the youngest age groups. In contrast, those 55 to 74 years of age had significantly lower participation rates in EDR 5 than statewide (Table 6).

Labor force participation rates vary by race in EDR 5, and lagged behind statewide rates. The labor force participation rate for Hispanic or Latino and Asians was greater than the participation rate for Whites. However, the unemployment rates for non-whites was greater in EDR 5 than the 4.2% unemployment rate for White alone.

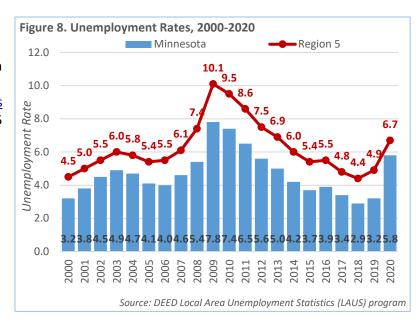
There were 3,731 veterans and over 4,600 workers with

Table 6. EDR 5-North Central Employment Characteristics, 2019									
	EDR 5	 North Cent 	Minne	sota					
	Labor	Labor Force	Unemp.	Labor Force	Unemp.				
Age Group	Force	Partic. Rate	Rate	Partic. Rate	Rate				
Total Labor Force	80,417	61.1%	4.7%	69.7%	3.6%				
16 to 19 years	3,911	53.9%	9.9%	53.2%	11.0%				
20 to 24 years	6,965	85.9%	7.3%	84.6%	6.0%				
25 to 44 years	30,349	87.1%	5.2%	88.8%	3.2%				
45 to 54 years	16,991	84.2%	2.8%	87.6%	2.7%				
55 to 64 years	16,560	65.0%	5.7%	73.0%	2.8%				
65 to 74 years	4,786	23.6%	8.7%	27.9%	2.2%				
75 years & over	904	5.8%	6.0%	6.6%	2.4%				
Employment Characteristics by	Gender								
Male	42,331	64.3%	4.6%	73.5%	4.1%				
Female	38,126	57.9%	2.9%	65.9%	3.1%				
Employment Characteristics by I	Race & Hispar	nic Origin							
White alone	76,202	61.0%	4.2%	69.3%	3.0%				
Black or African American	485	56.1%	6.7%	71.3%	8.8%				
American Indian & Alaska Native	1,773	62.3%	19.3%	58.9%	12.6%				
Asian or Other Pacific Islanders	431	64.1%	7.2%	71.2%	4.3%				
Some Other Race	540	66.5%	16.9%	77.7%	6.1%				
Two or More Races	1,046	67.0%	15.0%	73.6%	7.4%				
Hispanic or Latino	1,750	71.9%	7.9%	76.5%	6.1%				
Employment Characteristics by I	Disability								
With Any Disability	4,662	46.0%	8.5%	53.0%	8.6%				
Employment Characteristics by E	ducational A	ttainment							
Population 25 to 64 years	63,916	79.4%	3.9%	84.5%	3.0%				
Less than H.S. Diploma	3,826	65.6%	4.9%	66.3%	4.2%				
H.S. Diploma or Equivalent	18,285	74.3%	1.6%	78.5%	2.6%				
Some College or Assoc. Degree	27,721	82.4%	3.0%	85.3%	3.0%				
Bachelor's Degree or Higher	14,053	85.4%	1.9%	90.0%	1.7%				
<u>So</u>	urce: 2015-201	9 American Co	mmunity S	urvey, 5-Year l	<u> Stimates</u>				

disabilities in the regional labor force. In sum, unemployment rates were highest among young workers, American Indians, people of Some Other Race, people of Two or More Races, and Hispanics or Latinos, and workers with disabilities.

UNEMPLOYMENT RATES

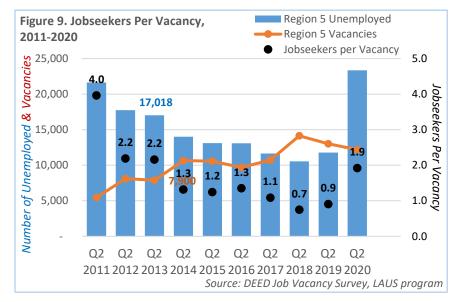
Regardless of the state of the economy, EDR 5-North Central has consistently reported higher unemployment rates than Minnesota overall since 2000. According to the Local Area Unemployment Statistics program, the unemployment rate in EDR 5 consistently hovers one or two percentage points above the statewide rate, shifting in sync with economic fluctuations. During the recession, the region's rate rose as high as 10.1% in 2009, but fell back to prerecession rates by 2015. Since then, the regional rate dropped to 4.4% in 2018 before rising to 6.7% because of the coronavirus pandemic (Figure 8).



JOBSEEKERS PER VACANCY

As the number of available workers has declined and the economy continues to recover, the region's labor market has tightened. One clear demonstration of this is the ratio of unemployed jobseekers per vacancy, which now stands at 1.9-to-1 in Region 5.

According to recent job vacancy survey results, there were 12,180 openings reported by employers compared to 23,340 unemployed jobseekers in the region. The ratio climbed as high as 15.3 during the recession in 2009 (Figure 9).

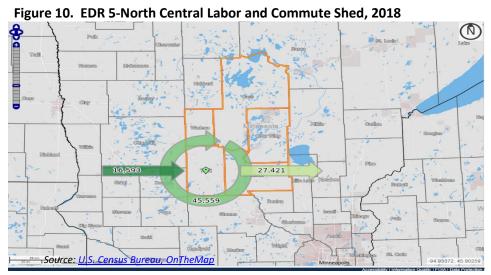


COMMUTE SHED AND LABOR SHED

According to commuting data from the <u>U.S. Census</u> <u>Bureau</u>, over two-thirds of workers who live in the region also work within the region. However, EDR 5 is a net exporter of labor, having fewer jobs than available workers. In 2018, 45,559 workers both lived and worked in EDR 5, while another 16,593 workers drove into the region for work. This is compared to 27,421 workers who lived in the region but drove to outside areas for work (Table 7 and Figure 10).

Table 7. EDR 5-North Central Inflow/	20	18
Outflow Job Counts (All Jobs), 2018	Count	Share
Employed in the Selection Area	62,152	100.0%
Employed in the Selection Area but Living Outside	16,593	26.7%
Employed and Living in the Selection Area	45,559	73.3%
Living in the Selection Area	72,980	100.0%
Living in the Selection Area but Employed Outside	27,421	37.6%
Living and Employed in the Selection Area	45,559	62.4%
Source: <u>U.S. Census</u>	Bureau, O	nThe <mark>Map</mark>

Crow Wing County is easily the largest employment center in the region and the biggest draw for workers, followed by Morrison and Cass counties. Employers in the region draw workers from surrounding counties like Otter Tail, Beltrami, Hubbard, Stearns, and Itasca. Local workers also travel to these same counties for work, as well as other surrounding counties



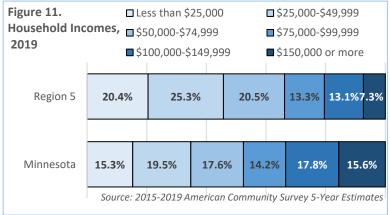
like Benton, Mille Lacs and Aitkin (Figure 10). The average commute time for workers the region was 23.6 minutes, similar to 23.7 minutes for workers statewide. About 53% of workers commuted less than 20 minutes each way, compared to 45.7% statewide. About 6.4% of workers worked at home, and 2.9% were able to walk to work. About half (51.8%) of workers left home between 6:00 a.m. and 8:00 a.m.

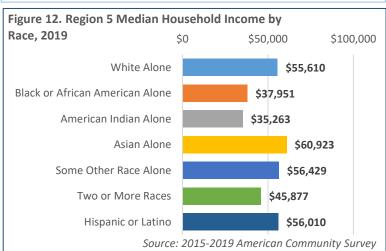
INCOMES, WAGES AND OCCUPATIONS

HOUSEHOLD INCOMES

Household incomes were significantly lower in EDR 5 than the rest of the state. The median household income in North Central was \$54,723 in 2019, compared to \$71,306 in Minnesota. Less than half (45.8%) of the households in the region had incomes below \$50,000 in 2019, compared to 34.8% of households statewide. Only 7.3% of households had incomes greater than \$150,000 in the region (Figure 11).

Median household incomes varied by race or origin in the region. American Indian households reported the lowest incomes in Region 5, with a median income that was nearly \$20,000 lower than for White households. Black or African American households also reported much lower median incomes. Meanwhile, Hispanic or Latino and Some Other Race households reported similar median income as White households. Lastly, Asian households reported greater median incomes than White households (Figure 12).





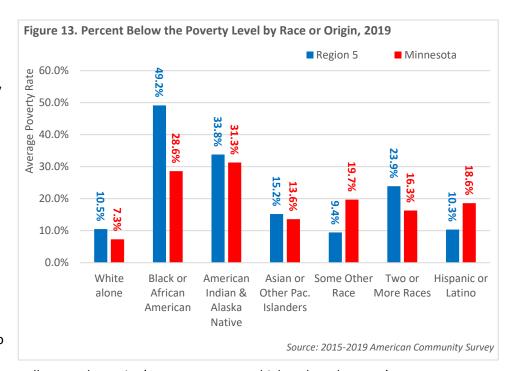
COST OF LIVING

According to DEED's <u>Cost of Living tool</u>, the basic needs budget for an average Minnesota family (which consists of 2 adults and 1 child, with 1 full-time and 1 part-time worker) was \$58,800 in 2020. The cost of living for a similar family in EDR 5 was \$49,740 — which was the ninth highest of the 13 economic development regions in the state. The highest monthly costs were for transportation, food, and housing; though the region's housing, child care, and taxes were significantly lower than the rest of the state. In order to meet the basic needs cost of living for the region, the two workers in the family scenario described would need to earn \$15.94 per hour working a combined 60 hours per week.

DEED's Cost of Living tool provides different estimates for household compositions including single people, partnered couples, and up to 4 children. For a single person living alone and working full-time, the estimated yearly cost in EDR 5 would be \$30,036, which would require an hourly wage of \$14.44 to meet the basic needs standard of living (Table 8).

Table 8. Family Yearly Cost, Worker Hourly Wage, and Family Monthly Costs, 2020										
	Number	Yearly	Hourly		Monthly Costs					
Family Composition	of	Cost of	Wage	Child	Food	Health	Housing	Trans-	Other	Taxes
	Workers	Living	Required	Care	1000	Care	Housing	portation	Other	laxes
	EDR 5-North Central									
Single, 0 children	1 FT	\$30,036	\$14.44	\$0	\$347	\$163	\$584	\$808	\$255	\$346
Single, 1 child	1 FT	\$44,088	\$21.20	\$537	\$512	\$385	\$781	\$814	\$354	\$291
2 parents, 1 child	1 FT, 1 PT	\$49,740	\$15.94	\$269	\$791	\$519	\$781	\$948	\$430	\$407
2 parents, 2 children	2 FT	\$67,176	\$16.15	\$883	\$1,032	\$533	\$1,013	\$1,003	\$560	\$574
			State of	Minneso	ta					
Single, 0 children	1 FT	\$32,964	\$15.85	\$0	\$355	\$153	\$832	\$704	\$325	\$378
2 parents, 1 child	1 FT, 1 PT	\$58,800	\$18.85	\$546	\$810	\$549	\$1,069	\$819	\$515	\$592
	Source: DEED Cost of Living tool									

Overall, Region 5's poverty rate was 11.6%, which was higher than the statewide rate of 9.7%. Like incomes, poverty levels varied widely by race and origin. It was estimated that nearly 50% of the region's Black or African American population was below the poverty level in 2019, compared to just 10.5% of the White population. Likewise, poverty levels hovered around 30% for American Indians and 25% for Two or More Races. About 15% of people of Asian and Hispanic or Latino origin also were below the



poverty level in 2019. In almost all cases, the region's poverty rate was higher than the state's poverty rate, except for Some Other Race and Hispanic or Latinos (Figure 13).

WAGES AND OCCUPATIONS

According to DEED's <u>Occupational Employment Statistics</u> program, the median hourly wage for all occupations in Region 5 was \$18.19 in the first quarter of 2021. North Central's median wage was \$4.81 below the state's median hourly wage, equaling 79% of the statewide wage rate, and \$6.74 below the median hourly wage in the Twin Cities metro area, which would amount to over \$14,000 per year for a full-time worker (Table 9). Based on location quotient, Region 5 stands out for having higher concentrations of food prep and serving related, education, training, and library, healthcare support, community and social service, and farming, fishing and forestry workers than the state. The largest occupations in the region include office and administrative support, food prep and serving related, education, training, and library, production, and sales.

Table 9. Occupational	Median	Estimated
•		
Employment Statistics by	Hourly	Regional
Region, 1 st Qtr. 2021	Wage	Employment
Region 1 – Northwest	\$19.87	35,010
Region 2 – Headwaters	\$19.80	29,720
Region 3 – Arrowhead	\$20.49	132,720
Region 4 – West Central	\$19.61	78,570
Region 5 – North Central	\$18.19	64,670
Region 6E – SW Central	\$19.37	49,540
Region 6W – Upper MN Valley	\$19.11	15,520
Region 7E – East Central	\$21.84	48,790
Region 7W – Central	\$20.83	185,220
Region 8 – Southwest	\$18.79	51,340
Region 9 – South Central	\$19.76	99,840
Region 10 – Southeast	\$21.13	231,950
Region 11 – Twin Cities	\$24.93	1,697,060
State of Minnesota	\$23.00	2,708,760
Source: DEED Occupa	tional Emplo	yment Statistics

Not surprisingly, the lowest-paying jobs are concentrated in food prep and serving, building, grounds cleaning and maintenance, sales and related, personal care and service, and healthcare support, which tend to have lower educational and training requirements. For the most part, the gap in pay between Region 5 and the state is also much lower in these jobs (Table 10).

Table 10. EDR 5-North Central Occupational Employment Statistics, 1st Qtr. 2021									
		Region 5-No	rth Central		St	ate of Minnes	ota		
	Median	Estimated	Share of	Location	Median	Estimated	Share of		
	Hourly	Regional	Total	Quotient	Hourly	Regional	Total		
	Wage	Employment	Employment	Quotient	Wage	Employment	Employment		
Total, All Occupations	\$18.19	64,670	100.0%	1.0	\$23.00	2,708,760	100.0%		
Office & Administrative Support	\$18.69	8,080	12.5%	1.0	\$20.93	338,050	12.5%		
Food Preparation & Serving Related	\$12.77	7,070	10.9%	1.5	\$13.34	195,120	7.2%		
Sales & Related	\$14.47	6,340	9.8%	1.1	\$16.83	250,430	9.2%		
Production	\$17.48	5,910	9.1%	1.2	\$19.82	202,240	7.5%		
Education, Training & Library	\$21.95	5,100	7.9%	1.3	\$24.64	159,060	5.9%		
Transportation & Material Moving	\$16.38	4,560	7.1%	0.9	\$18.83	209,210	7.7%		
Healthcare Practitioners & Technical	\$32.48	4,510	7.0%	1.0	\$36.90	188,210	6.9%		
Healthcare Support	\$14.73	4,250	6.6%	1.1	\$15.52	157,140	5.8%		
Building, Grounds Cleaning & Maint.	\$15.53	2,890	4.5%	1.6	\$16.14	74,550	2.8%		
Installation, Maintenance & Repair	\$21.55	2,800	4.3%	1.2	\$25.45	98,840	3.6%		
Construction & Extraction	\$23.60	2,470	3.8%	1.0	\$29.84	102,390	3.8%		
Management	\$38.19	2,350	3.6%	0.6	\$54.22	164,530	6.1%		
Business & Financial Operations	\$28.73	1,950	3.0%	0.5	\$35.24	179,670	6.6%		
Community & Social Service	\$20.28	1,690	2.6%	1.3	\$24.21	55,630	2.1%		
Personal Care & Service	\$12.35	1,380	2.1%	1.1	\$14.57	51,660	1.9%		
Protective Service	\$25.43	1,180	1.8%	1.2	\$24.18	42,520	1.6%		
Architecture & Engineering	\$33.02	540	0.8%	0.4	\$38.90	54,880	2.0%		
Computer & Mathematical	\$32.33	520	0.8%	0.2	\$44.89	98,240	3.6%		
Life, Physical & Social Science	\$30.82	400	0.6%	0.6	\$35.48	26,120	1.0%		
Arts, Design, Entertainment & Media	\$15.18	350	0.5%	0.4	\$25.72	36,260	1.3%		
Legal	\$25.18	220	0.3%	0.5	\$41.02	19,760	0.7%		
Farming, Fishing & Forestry	\$17.15	110	0.2%	1.1	\$18.14	4,230	0.2%		
			Sourc	e: DEED Occi	pational Emp	oloyment Statistic	cs, Qtr. 1 2021		

In contrast, the highest paying jobs are found in management, legal, architecture and engineering, computer and mathematical, healthcare practitioners, business and financial operations, and life, physical, and social science occupations, which all need higher levels of education and experience, including many that require postsecondary training. The pay gaps between the region and state are much bigger in these occupations often exceeding \$5.00 per hour – or \$10,000 per year for a full-time worker.

JOB VACANCY SURVEY

Employers in the 26-county Northwest Minnesota planning region reported 12,180 job vacancies in the second quarter of 2020, slightly less to the number of vacancies posted over the past second quarter surveys, which had a peak of 14,136 job vacancies in second quarter of 2018. Demand for workers was high across all industries, with the largest number of openings in retail trade (3,072 job vacancies), accommodation and food services (2,524 job vacancies), health care and social assistance (2,460 job vacancies), educational services (806 job vacancies), construction (767 job vacancies), and public administration (731 job vacancies).

With job vacancy increases, wages have risen with the median hourly wage offer from the current survey jumping to \$14.98 per hour, which was the highest wage offer in the history of the job vacancy survey. Wage offers ranged from just over \$11 per hour for personal care and food preparation and serving occupations to over \$21 per hour for healthcare practitioners, management, and community and social service occupations.

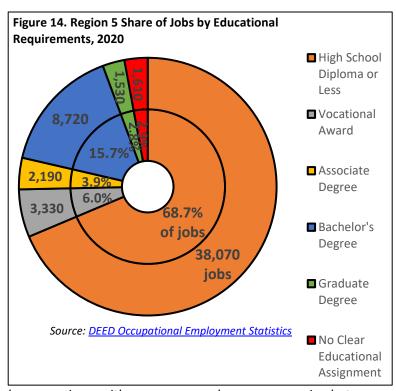
The largest number of vacancies were in sales and related, food preparation and serving related, building and grounds cleaning and maintenance, healthcare support and practitioner, and transportation and material moving occupations. Overall, 42% of the openings were part-time, 28% required post-secondary education, and 34% required 1 or more years of experience (Table 11). In sum, educational requirements in the region had been stable or declining over the past 5 years, while work experience requirements were relatively stable.

Table 11. Northwest Minnesota Job Va	Table 11. Northwest Minnesota Job Vacancy Survey Results, 2 nd Qtr. 2020									
	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post- Secondary Education	Requiring 1 or More Years of Experience	Requiring Certificate or License	Median Hourly Wage Offer			
Total, All Occupations	12,180	42%	25%	28%	34%	39%	\$14.98			
Sales & Related	1,439	53%	16%	7%	27%	5%	\$13.11			
Building, Grounds Cleaning & Maint.	1,374	45%	40%	2%	9%	4%	\$15.70			
Food Preparation & Serving Related	1,367	77%	16%	12%	13%	16%	\$11.20			
Healthcare Support	1,290	66%	3%	49%	22%	65%	\$14.32			
Transportation & Material Moving	1,158	44%	40%	7%	35%	48%	\$13.03			
Healthcare Practitioners & Technical	1,015	29%	5%	78%	42%	94%	\$21.42			
Office & Administrative Support	785	22%	29%	9%	45%	14%	\$14.04			
Construction & Extraction	687	2%	59%	16%	36%	34%	\$16.69			
Education, Training & Library	551	48%	70%	86%	85%	77%	\$17.07			
Installation, Maintenance & Repair	398	12%	22%	10%	66%	56%	\$18.19			
Production	393	5%	6%	23%	34%	31%	\$15.15			
Personal Care & Service	284	83%	44%	6%	8%	19%	\$12.55			
Business & Financial Operations	280	3%	2%	79%	94%	73%	\$21.11			
Management	209	4%	11%	53%	74%	47%	\$24.17			
Community & Social Service	195	63%	10%	41%	39%	93%	\$14.20			
Architecture & Engineering	166	1%	14%	83%	70%	90%	\$22.46			
Computer & Mathematical	160	0%	2%	62%	61%	6%	\$30.26			
Arts, Design, Entertainment & Media	159	8%	52%	12%	11%	10%	\$14.42			
Protective Service	126	56%	42%	16%	28%	88%	\$17.53			
Life, Physical & Social Sciences	96	1%	6%	100%	99%	98%	\$22.86			
				Source: [EED Job Vacanc	y Survey, 2nd	^h Qtr. 2020			

EDUCATIONAL REQUIREMENTS

Despite the recent job vacancy data, DEED's Occupational Employment Statistics program shows that only around one-third of current jobs held in the region require post-secondary education to enter. The other two-thirds require no more than a high school diploma, and sometimes less. However, some amount of on-the-job training is often needed (Figure 14).

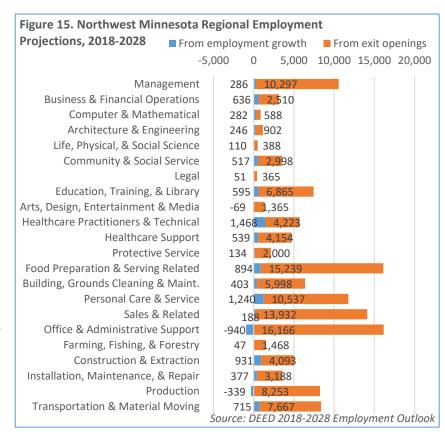
Certain careers – such as dentists, lawyers, and teachers – require a college education, while other jobs – including cost estimators, sales representatives, and correctional officers – do not. College is an excellent way to move up career ladders and open windows of opportunity to fields that would otherwise be closed, such as nursing or engineering. Many of these occupations offer high wages and are in high demand in the marketplace. While education is



typically a worthwhile investment, college can be expensive – with average annual expenses ranging between \$14,500 and almost \$50,000 per year in Minnesota. For those who go to college, choice of major matters – different programs lead to different jobs that earn different amounts of money.

EMPLOYMENT PROJECTIONS

Overall, the Northwest Planning Region is projected to grow 3.2% from 2018 to 2028, a gain of 8,311 new jobs. In addition, the region is also expected to need 123,196 replacement openings to fill jobs left vacant by retirements and other career changers. Production, personal care and service, construction and extraction, healthcare support, healthcare practitioners, and building, grounds cleaning and maintenance occupations are expected to see the most new growth. Arts, design, entertainment and media, sales and related, and office and administrative support occupations are expected to decline but every occupational group will show some future demand through replacement openings (Figure 15).



OCCUPATIONS IN DEMAND

According to DEED's <u>Occupations in Demand</u> tool, there are nearly 450 occupations in demand (OID) in Northwest Minnesota, and about 250 occupations are showing relatively high demand. Training and education requirements of these occupations range from short-term on-the-job training to postsecondary education and advanced degrees. Most OID require a high school diploma or less, and less than one-third require a bachelor's degree or higher. While OID exist in every sector, the region's major industries are well represented as many of the jobs are concentrated in health care, education, transportation, retail sales and other related industries (Table 12).

Table 12. 2020 Occupations in Demand by Education Level, Northwest Minnesota						
High School or Less	Vocational Training	Associate Degree	Bachelor's Degree or Higher			
Maids & Housekeeping	Nursing Assistants	Registered Nurses	Elementary School Teachers			
Cleaners (\$29,059)	(\$33,192)	(\$70,869)	(\$55,653)			
Personal Care Aides	Licensed Practical and	Veterinary Technologists and	Secondary School Teachers			
(\$27,537)	Vocational Nurses (\$44,853)	Technicians (\$35,815)	(\$57,557)			
Laborers and Freight, Stock	Automotive Service Technicians	Surgical Technologists	Substitute Teachers, Short-			
and Material (\$33,677)	and Mechanics (\$43,383)	(\$50,177)	Term (\$36,299)			
Teaching Assistants, Except	Computer User Support	Computer Network Support	Accountants and Auditors			
Postsecondary (\$31,147)	Specialists (\$48,506)	Specialists (\$60,416)	(\$59,318)			
Heavy and Tractor-Trailer	Dental Assistants	Electrical and Electronic	Education Administration			
Truck Drivers (\$45,816)	(\$44,363)	Engineering Techs (\$50,325)	(\$101,280)			
	Computer Numerically					
Pharmacy Technicians	Controlled Tool Programmers	Agricultural and Food Science	General Internal Medicine			
(\$35,018)	(\$62,623)	Technicians (\$38,083)	Physicians (N/A)			
Interviewers, Except						
Eligibility and Loan	Emergency Medical Technicians	Civil Engineering Techs	Market Research Analysts &			
(\$32,542)	and Paramedics (\$35,744)	(\$63,159)	Marketing Spec. (\$53,033)			
Janitors and Cleaners,	Mobile Heavy Equipment	Forest and Conservation Techs				
Except Maids (\$30,581)	Mechanics (\$59,788)	(\$49,367)	Nurse Practitioners (\$117,222)			
	Health Information					
Miscellaneous Assemblers	Technologists, Medical	Web Developers and Digital	Career/Technical Education			
(\$38,150)	Registrars (\$56,465)	Interface Designers (\$65,205)	Teachers (\$57,777)			
Operating Engineers	Electricians	Industrial Engineering Techs	Rehabilitation Counselors			
(\$50,500)	(\$57,871)	(\$46.625)	(\$34,434)			
Source: DEED Occupations in Demand						

ECONOMY

INDUSTRY EMPLOYMENT

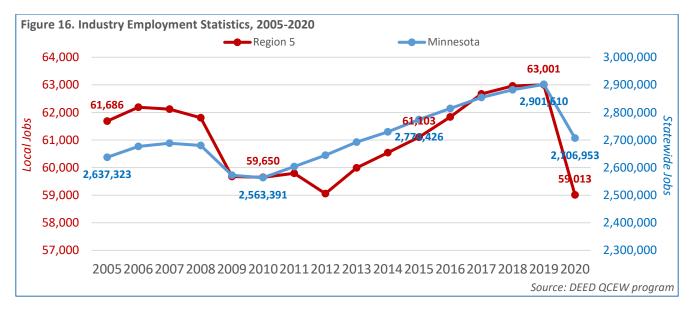
According to DEED's <u>Quarterly Census of Employment & Wages (QCEW) program</u>, Region 5 was home to 5,146 business establishments providing 59,013 covered jobs through 2020, with a total payroll that exceeded \$2.5 billion. That was 2.2% of total employment in the state of Minnesota. Average annual wages were \$43,082 in the region, which was about \$21,000 lower than the average annual wage statewide (Table 13).

Table 13. EDR 5-North Central Industry Employment, 2020			Average	2015-	2020	2019-2	2020	
Geography	Number	Number		Annual	Change	Percent	Change	Percent
deography	of Firms	of Jobs	Total Payroll	Wage	in Jobs	Change	in Jobs	Change
EDR 5-North Central	5,146	59,013	\$2,542,423,456	\$43,082	-2,090	-3.4%	-3,988	<i>-6.3%</i>
Cass Co.	893	9,430	\$354,376,753	\$37,580	-499	-5.0%	-1,092	-10.4%
Crow Wing Co.	2,199	27,560	\$1,251,583,586	\$45,413	-999	-3.5%	-2,204	-7.4%
Morrison Co.	1,016	10,448	\$426,579,950	\$40,829	-353	-3.3%	-276	-2.6%
Todd Co.	608	6,337	\$286,038,804	\$45,138	416	7.0%	-146	-2.3%
Wadena Co.	430	5,238	\$223,844,363	\$42,735	-653	-11.1%	-269	-4.9%
State of Minnesota	182,228	2,706,953	\$173,687,525,221	\$64,163	-67,473	-2.4%	-194,657	-6.7%

Source: <u>DEED Quarterly Census of Employment & Wages (QCEW)</u>

In terms of employment, Crow Wing County is the largest economic center in EDR 5 with 27,560 jobs at 2,199 firms, accounting for 46.7% of all jobs in the region. Due to the Coronavirus pandemic, the region and all counties within have reported job losses with nearly 4,000 jobs lost in the region from 2019 to 2020. Over half of those job losses came from Crow Wing County which lost 2,204 jobs over the year, or 7.4% of employment in the county. Cass County lost 10.4% of employment from 2019 to 2020, or over 1,000 jobs. Not all counties in the region experienced job losses the same as Todd County and Morrison County recorded job losses below 3%, indicating that the impacts of the Coronavirus pandemic were uneven throughout the region.

EDR 5 gained employment over the past decade overall, but experienced significant swings in employment during the recession and recovery. For the most part, regional employment followed statewide trends, except for 2012, when the recovery in EDR 5 had a setback. As such, the region did not fully recover all of the jobs lost during the recession until 2017, four years later than the state as a whole. However, due to the pandemic employment in EDR 5 has decreased by 3.4% since 2015, compared to 2.4% decline statewide (Figure 16).



With 10,778 jobs at 573 establishments, the Health Care and Social Assistance industry employs the most workers in EDR 5-North Central accounting for 18.3% of total employment. Reflecting the region's aging population, hospitals and nursing and residential care facilities were the largest employing sectors. Despite losing nearly 400 jobs in 2020, the industry was able to make up those declines with growth over the past 5 years.

The next largest industries in EDR 5 is Retail Trade and Manufacturing, which also experienced job losses in the last year but show growth over the past 5 years. Accommodation and Food Services was one of the greatest impacted industry by the pandemic with a loss of 1,585 jobs or 20.5% of employment.

Other important industries in EDR 5 include, Educational Services, Public Administration, and Construction which combined for more than 14,000 jobs, or 23.8% of total jobs. The Construction industry was one of three industries in the region that recorded job gains from 2019 to 2020 and has added nearly 200 jobs in the past 5 years for a 6.3% growth rate. Again, due to the pandemic, 17 of the 20 industries in the region recorded job losses from 2019 to 2020 while 8 of 20 industries had positive five year growth rate (Table 14).

Table 14. EDR 5-North Central Industry Employment Statistics, 2020								
Region 5		2020 A	nnual Data		2015-2020		2019-	2020
			Total	Avg.				
	Number	Number	Payroll	Annual	Change	Percent	Change	Percent
NAICS Industry Title	of Firms	of Jobs	(\$1,000s)	Wage	in Jobs	Change	in Jobs	Change
Total, All Industries	5,146	59,013	\$2,542,423	\$43,082	-2,090	-3.4%	<i>-3,988</i>	<i>-6.3%</i>
Health Care & Social Assistance	573	10,778	\$550,127	\$51,042	+2	+0.0%	-392	-3.5%
Retail Trade	725	8,462	\$261,623	\$30,917	+141	+1.7%	-209	-2.4%
Manufacturing	285	6,362	\$314,848	\$49,489	+40	+0.6%	-256	-3.9%
Accommodation & Food Services	523	6,164	\$127,417	\$20,671	-1,051	-14.6%	-1,585	-20.5%
Educational Services	106	5,582	\$252,232	\$45,187	-232	-4.0%	-498	-8.2%
Public Administration	201	5,133	\$260,078	\$50,668	+91	+1.8%	-68	-1.3%
Construction	667	3,357	\$190,839	\$56,848	+199	+6.3%	+9	+0.3%
Finance & Insurance	232	2,185	\$137,000	\$62,700	+134	+6.5%	-19	-0.9%
Other Services	467	1,663	\$42,421	\$25,509	-245	-12.8%	-336	-16.8%
Professional & Technical Services	248	1,636	\$88,588	\$54,149	-90	-5.2%	-105	-6.0%
Wholesale Trade	139	1,533	\$77,503	\$50,556	-203	-11.7%	-8	-0.5%
Transportation & Warehousing	222	1,471	\$57,729	\$39,245	-45	-3.0%	-20	-1.3%
Admin. Support & Waste Mgmt. Svcs.	241	1,323	\$48,938	\$36,990	-267	-16.8%	-161	-10.8%
Agriculture, Forestry, Fish & Hunt	127	840	\$29,467	\$35,080	+44	+5.5%	+23	+2.8%
Arts, Entertainment, & Recreation	121	832	\$21,214	\$25,498	-388	-31.8%	-332	-28.5%
Information	72	645	\$32,823	\$50,889	-227	-26.0%	-44	-6.4%
Real Estate & Rental & Leasing	159	623	\$20,548	\$32,982	-34	-5.2%	-1	-0.2%
Utilities	15	222	\$21,039	\$94,769	-13	-5.5%	-1	-0.4%
Management of Companies	18	174	\$6,722	\$38,634	+65	+59.6%	+20	+13.0%
Mining	6	26	\$1,158	\$45,115	-7	-22.2%	-2	-8.3%
Source: DEED Quarterly Census of Employment & Wages (QCEW) program								

INDUSTRY EMPLOYMENT

According to DEED's Quarterly Employment Demographics (QED) program, the workforce in the region was aging over the past 10 years. One-quarter (25.1%) of workers in the region were 55 years or older, compared to 22% statewide and just 18.3% in the region one decade earlier. In contrast, the percentage of teenaged workers was falling, and wages were going up for younger workers (Table 15).

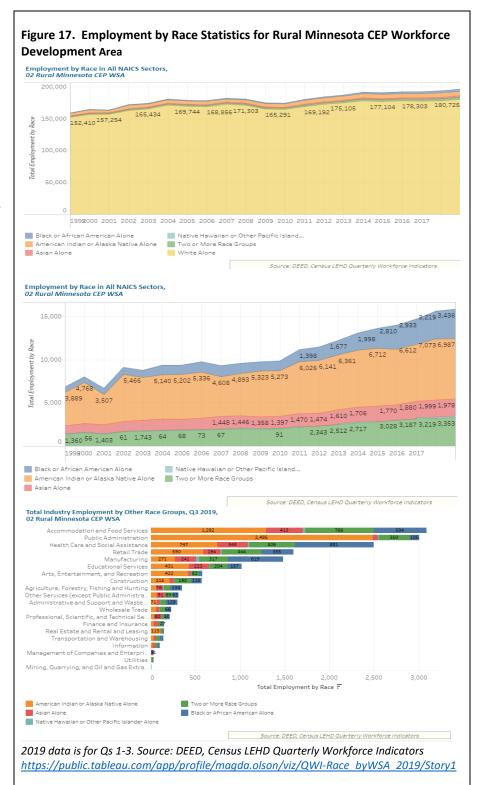
As noted above, wages were climbing across the board for all workers due to rising demand and a tight labor market. While wages were still lowest for the youngest and oldest workers who tend to fill lower-skilled, less-than-fulltime jobs in industries like retail trade and accommodation and food services, these two age groups enjoyed the fastest percentage increase in wages from 2009 to 2019. Wages were highest for workers between 45 and 64 years of age, and males worked more hours than females, though the gap was narrowing.

Table 15. Workforce Demographics by Age Group and Gender, Total of All Industries, 2009-2019									
EDR 5-North Central	Percent Wor	•	Percent of Workers, Minnesota		Median Hourly Wage		Median Hours Worked (Per Qtr.)		
	2019	2009	2019	2009	2019	2009	2019	2009	
Total, all ages	100.0%	100.0%	100.0%	100.0%	\$17.06	\$13.27	384	394	
19 years & under	7.6%	8.5%	6.0%	6.5%	\$11.07	\$7.50	114	120	
20 to 24 years	9.4%	10.1%	10.1%	11.1%	\$14.49	\$10.00	284	267	
25 to 44 years	39.5%	38.7%	43.2%	42.7%	\$19.02	\$14.87	440	450	
45 to 54 years	18.4%	23.1%	18.7%	23.0%	\$20.58	\$16.02	470	477	
55 to 64 years	18.3%	14.9%	16.9%	13.5%	\$19.29	\$15.28	450	439	
65 years & over	6.8%	4.5%	5.1%	3.3%	\$14.60	\$10.84	196	182	
Male	45.9%	44.7%	49.1%	49.0%	\$18.75	\$15.00	446	452	
Female	54.1%	55.3%	50.9%	51.0%	\$16.54	\$12.28	356	356	
Source: DEED Quarterly Employment Demographics									

While people of color make up 9.4% of the overall population, they held 8.1% of total jobs in the Rural Minnesota CEP Workforce Development Area, according to data from the Quarterly Workforce Indicators program. Through the third quarter of 2019, that equaled 15,905 workers of color, compared to 180,725 White Alone workers. Workers of color held just 4.9% of total jobs in the WDA in 2000, indicating a significant increase in employment since 2000.

In sum, workers of color have filled an additional 7,872 jobs in the WDA since 2000, accounting for about one-quarter of new jobs added. With 6,987 jobs, American Indian or Alaska Natives were the largest group of color in the WDA's economy, after gaining 3,889 jobs since 2000. The next largest group was Two or More Races, who held 3,353 jobs in 2019 after more than doubling since 2000. Black or African Americans held 3,436 jobs in the area, increasing 446% from 2000. With 1,978 jobs in 2019, Asians experienced a gain of 1,038 or doubled employment. Finally, Hispanic or Latino workers accounted for 6,442 jobs or 3.4% of the total workforce and increased 162% from 2000.

Most sectors in the Workforce Development Area are nondiverse, but there are a couple



industries that rely more heavily on workers of color. For example, 23.5% of the Public Administration workforce is people of color, consisting of 82.5% American Indian or Alaska Native Alone workers. Likewise, 19.3% of the Arts, Entertainment, and Recreation and 15% of Accommodation and Food Services workforces were people of color. The largest number of workers of color (3,091) were employed in Accommodation and Food Services, Public Administration, and Health Care and Social Services (see Figure 17).

INDUSTRY PROJECTIONS

The 26-county Northwest Planning Area is projected to grow 3.2% from 2018 to 2028, a gain of 8,311 new jobs. The largest and fastest growing industry is expected to be health care and social assistance, which may account for one-half of the total projected growth in the region by 2028. The region is also expected to see significant employment growth in construction, public administration, accommodation and food services, and educational services. In contrast, information is projected to decrease in employment by 15% and arts, entertainment, and recreation and manufacturing are also projected to decline by 100 jobs over the next 10 years (Table 16).

Table 16. Northwest Industry Projections, 2018-2028						
	Estimated	Projected	Percent	Numeric		
Industry	Employment	Employment	Change	Change		
	2018	2028	2018-2028	2018-2028		
Total, All Industries	263,134	271,445	+3.2%	+8,311		
Health Care & Social Assistance	38,050	42,165	+10.8%	+4,115		
Manufacturing	29,207	29,064	-0.5%	-143		
Retail Trade	28,148	28,190	+0.1%	+42		
Public Administration	23,300	23,980	+2.9%	+680		
Educational Services	23,141	23,679	+2.3%	+538		
Accommodation & Food Services	20,661	21,248	+2.8%	+587		
Wholesale Trade	12,153	12,545	+3.2%	+392		
Construction	10,281	11,330	+10.2%	+1,049		
Other Services, Ex. Public Admin	10,196	10,174	-0.2%	-22		
Transportation & Warehousing	6,934	7,284	+5.0%	+350		
Finance & Insurance	6,003	6,287	+4.7%	+284		
Agriculture, Forestry, Fish & Hunt	5,627	5,766	+2.5%	+139		
Professional & Technical Services	4,771	5,123	+7.4%	+352		
Arts, Entertainment, & Recreation	4,570	4,416	-3.4%	-154		
Administrative & Waste Services	4,369	4,978	+13.9%	+609		
Information	2,506	2,128	-15.1%	-378		
Real Estate & Rental & Leasing	1,473	1,502	+2.0%	+29		
Utilities	1,185	1,155	-2.5%	-30		
Management of Companies	847	1,020	+20.4%	+173		
Mining	206	237	+15.0%	+31		

NONEMPLOYER ESTABLISHMENTS

Region 5 was home to 12,921 self-employed businesses or "nonemployers" in 2018, which are defined by the U.S. Census Bureau as "businesses without paid employees that are subject to federal income tax, originating from tax return information of the Internal Revenue Service (IRS)." Unlike covered employment, Region 5 saw a steady decrease in nonemployers over the past decade, responding to economic changes. In sum, the region lost 645 nonemployers from 2007 to

Table 17. Nonemployer Statistics, 2018								
		2018	2007-2018					
	Number	Receipts	Change	Percent				
	of Firms	(\$1,000s)	in Firms	Change				
EDR 5	12,921	\$636,721	-645	-4.8%				
Cass Co.	2,648	\$131,089	-238	-8.2%				
Crow Wing Co.	5,182	\$259,624	-131	-2.5%				
Morrison Co.	2,386	\$119,185	-102	-4.1%				
Todd Co	1,691	\$83,875	-21	-1.2%				
Wadena Co.	1,014	\$42,948	-153	-13.1%				
Minnesota	416,487	\$19,994,802	+29,503	+7.6%				
Source: U.S. Census, Nonemployer Statistics program								

2018, a 4.8% decrease. Crow Wing County had the most nonemployers in 2018 and in total, these non-employers generated sales receipts of over \$635 million in 2018 (Table 17).

CENSUS OF AGRICULTURE

Unlike other parts of Greater Minnesota, agriculture is not a key industry in Region 5, but there are 4,806 farms producing just over \$672 million in the market value of products sold in 2017 according to the U.S. Department of Agriculture. With the exception of Morrison County, which ranked 12th in the state for the market value of products sold, and Todd County, which was just outside of the top half of the state by ranking 52rd of 87 counties, the rest of the counties in the region rank near the bottom in Minnesota in regards to the market value of products sold (Table 18).

Table 18. Census of Agriculture, 2017					
	Number	Market Value of	State		
	of Farms	Products Sold	Rank		
EDR 5	4,806	\$672,544,000	9		
Cass Co.	432	\$26,464,000	76		
Crow Wing Co.	494	\$19,054,000	78		
Morrrison Co.	1,760	\$394,721,000	12		
Todd Co.	1,604	\$179,461,000	52		
Wadena Co.	516	\$52,844,000	68		
Minnesota	68,822	\$18,395,390,000			
Source: 2017 Census of Agricultur					